

Fredrick H. Bates currently serves as an Administrative Law Judge for the Chicago Department of Administrative Hearings and conducts disciplinary hearings for the Chicago Police Board. Judge Bates also presides over a variety of other administrative hearings including school principal termination, student expulsions, school closings, housing choice voucher denials and election matters for other units of government. He is a member of the National & Illinois Associations of Administrative Law Judiciary, and the National Association of Hearing Officials. He has studied through the National Judicial College, and American Bar Association's National Conference of the Administrative Law Judiciary, of which he is also a member. He is also a member of the Illinois Judicial Council—the association of African-American Judges. Finally, he serves as outside General Counsel for Henry Booth House (“HBH”), a position he has held since 1987.

Judge Bates' legal employment background includes being an equity partner at Wildman, Harrold, Allen & Dixon (8/97–11/99) and vice-chair of the Labor & Employment Group; President of a mid-sized minority-owned corporate law firm, Albert, Bates, Whitehead & McGaugh, P.C. (8/92–8/97) directing the Labor & Employment practice and handling all aspects of the Human Resources function at the firm; and an equity partner at Bell, Boyd, and Lloyd (9/88–8/92). Before becoming a partner at a major Chicago law firm, he was an associate at the nation's largest labor & employment law firm, Seyfarth, Shaw, Fairweather & Geraldson (5/85–9/88). Prior to joining law firm practice in 1985, Judge. Bates worked as a judicial law clerk for the Hon. Donald R. Ross on the United States Court of Appeals for the Eighth Circuit from 1983 to 1985. He is a Past President of the Cook County Bar Association and the founder and past Chairperson of the Chicago Committee on Minorities in Large Law Firms. Judge Bates current serves on the Illinois Supreme Court's Character and Fitness Committee, and as a Hearing Panel Member on the Court's Attorney Registration & Disciplinary Commission.

Judge Bates attended Creighton University School of Law, JD (*Magna Cum Laude*) 1983, and Marquette University, BSBA (Marketing) 1979.